CCAT
Criteria Cognitive Aptitude Test

Measures:
- Critical thinking
- Problem solving skills
- Learning ability
- Aptitude for applying new information

50 Questions
Estimated Time: 15 minutes

The CCAT measures cognitive aptitude, one of the best predictors of job success. The test evaluates many of the critical factors that contribute to on-the-job performance: critical thinking, problem solving ability, attention to detail, and the ability to learn and apply new information. The CCAT is one of our most popular aptitude tests and is commonly used to test for a broad range of mid- to high-level positions.

Score Report Data That Helps You Hire

Each report provides powerful information in an intuitive and easily understandable format.

What you’ll find:
1. **RAW SCORE**: Questions answered correctly
2. **PERCENTILE**: A performance metric indicating performance relative to others
3. **SUB-SCORES**: Spatial Reasoning, Verbal Ability, and Math & Logic
4. **SCORE RANGES**: Recommended by position

Results are instant – view your candidates’ score reports as soon as they finish the assessment.
Research shows that cognitive aptitude is one of the most accurate predictors of job success:

2x more than interviews
3x more than experience
4x more than education

**Aptitude as a Predictor of Performance**

Research shows that aptitude is one of the most accurate predictors of job success: twice as predictive as job interviews, three times as predictive as experience, and four times as predictive as education level.

**Scientifically Validated**

The CCAT has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs. It is an especially effective predictor of performance for jobs that require enhanced abilities in the areas of problem solving, learning, critical thinking, and verbal and mathematical reasoning.

**Top Positions for the CCAT**

- Managers
- Sales Executives
- Software Developers
- Executive Assistants
- Analysts

**Case Study**

A technology call center used the CCAT to predict training completion rates. They found that using a CCAT cutoff score would reduce the number of people who didn't make it through training by 50%.

![Training Completion Rate by CCAT Score](chart)

Six months after hiring, employees who passed the CCAT were also much more likely to still be at the company (74% compared to 51%).

![Retention Rate by CCAT Score](chart)